

# COMMANDING OFFICER MARINE AIRCRAFT GROUP 31

## EQUAL OPPORTUNITY POLICY

---



We are a Marine Corps Team. This mindset should drive our actions; how we perceive other Marines, Sailors and civilians; and how we personally and professionally develop our Marines, Sailors and civilians. That specifically means we do not discriminate, either overtly or subtly, against anyone. Discrimination is not just that overt act that we associate with open bigotry, but also includes offensive or unwanted acts, comments, pictures, etc. Additionally, allowing subtle offensive, unwanted act or discrimination to occur is as bad as allowing an open act of discrimination to go unresolved.

Leadership is the key to ensuring we have an environment that provides equal opportunities for every Marine or Sailor to excel in the Marine Corps. Leadership to always do the right thing, teach our Corps' Values and supervision to make sure we build an exceptional Marine Corps Team. That is leadership by everyone, not just those in leadership positions.

Any form of discrimination should be immediately addressed by the Marines, Sailors or civilians present. This is not just the discrimination victim's responsibility, but anyone else that observes the act. Even if the discrimination act was resolved and/or properly addressed, you will contact the Equal Opportunity Officer to discuss the situation in order to verify that you acted properly, and so that the Equal Opportunity Officer can follow-up with the other individuals involved; this is not optional. Additionally, inform your chain of command so that your leadership can further address the situation.

Marine Aircraft Group 31 will have an environment that evaluates an individual based on their performance, provides equal opportunities to advance for those that excel, develops leaders based on our Corps' Values and has an equal opportunity system that operates without fear of reprisal for any individual. Finally, I am always available to address any concerns of the Marines and Sailors in MAG-31.

Semper Fidelis,

A handwritten signature in black ink, appearing to read "Will R. Lieblein".

WILLIAM R. LIEBLEIN  
Colonel, United States Marine Corps

A large, faint, yellow triangular logo with a red border. Inside the triangle is a stylized aircraft carrier and the text "MARINE AIRCRAFT GROUP 31" in bold, yellow, sans-serif capital letters.